



Municipal Employees' Retirement System of Michigan

Annual Actuarial Valuation Report
December 31, 2018 - Meridian Chtr Twp (3315)





Spring, 2019

Meridian Chtr Twp

In care of:
Municipal Employees' Retirement System of Michigan
1134 Municipal Way
Lansing, Michigan 48917

This report presents the results of the Annual Actuarial Valuation, prepared for Meridian Chtr Twp (3315) as of December 31, 2018. The report includes the determination of liabilities and contribution rates resulting from the participation in the Municipal Employees' Retirement System of Michigan ("MERS"). This report contains the minimum actuarially determined contribution requirement, in alignment with the MERS Plan Document, Actuarial Policy, and the Michigan Constitution and governing statutes. Meridian Chtr Twp is responsible for the employer contributions needed to provide MERS benefits for its employees and former employees.

The purposes of this valuation are to:

- Measure funding progress as of December 31, 2018,
- Establish contribution requirements for the fiscal year beginning January 1, 2020,
- Provide information regarding the identification and assessment of risk,
- Provide actuarial information in connection with applicable Governmental Accounting Standards Board (GASB) statements, and
- Provide information to assist the local unit of government with state reporting requirements.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data and other information through December 31, 2018. The valuation was based upon information furnished by MERS concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by MERS.

The Municipal Employees' Retirement Act, PA 427 of 1984 and the MERS' Plan Document Article VI sec. 71 (1)(d), provides the MERS Board with the authority to set actuarial assumptions and methods after consultation with the actuary. As the fiduciary of the plan, MERS Retirement Board sets certain assumptions for funding and GASB purposes. These assumptions are checked regularly through a comprehensive study, called an Experience Study. The most recent study was completed in 2015, as prepared by the prior actuary, and is the basis of the assumptions and methods currently in place. **At the February 28, 2019 board meeting, the MERS Retirement Board adopted new economic assumptions effective with the December 31, 2019 annual actuarial valuation, which will impact contributions beginning in 2021.** An illustration of the potential impact is found in this report.

The Michigan Department of Treasury provides required assumptions to be used for purposes of Public Act 202 reporting. These assumptions are for reporting purposes only and do not impact required contributions. Please refer to the State Reporting page found at the end of this report for information for this filing.

For a full list of all the assumptions used, please refer to the division-specific assumptions described in table(s) in this report, and to the Appendix on the MERS website at:
<http://www.mersofmich.com/Portals/0/Assets/Resources/AAV-Appendix/MERS-2018AnnualActuarialValuation-Appendix.pdf>.

The actuarial assumptions used for this valuation are reasonable for purposes of the measurement.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of Meridian Chtr Twp as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable statutes.

David T. Kausch, Rebecca L. Stouffer, and Mark Buis are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor. GRS maintains independent consulting agreements with certain local units of government for services unrelated to the actuarial consulting services provided in this report.

The Retirement Board of the Municipal Employees' Retirement System of Michigan confirms that the System provides for payment of the required employer contribution as described in Section 20m of Act No. 314 of 1965 (MCL 38.1140m).

This information is purely actuarial in nature. It is not intended to serve as a substitute for legal, accounting or investment advice.



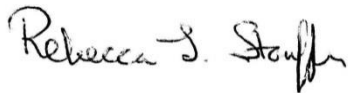
This report was prepared at the request of the MERS Retirement Board and may be provided only in its entirety by the municipality to other interested parties (MERS customarily provides the full report on request to associated third parties such as the auditor for the municipality). GRS is not responsible for the consequences of any unauthorized use. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

If you have reason to believe that the plan provisions are incorrectly described, that important plan provisions relevant to this valuation are not described, that conditions have changed since the calculations were made, that the information provided in this report is inaccurate or is in anyway incomplete, or if you need further information in order to make an informed decision on the subject matter in this report, please contact your Regional Manager at 1.800.767.MERS (6377).


Sincerely,



David T. Kausch, FSA, FCA, EA, MAAA



Rebecca L. Stouffer, ASA, FCA, MAAA



Mark Buis, FSA, FCA, EA, MAAA



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Executive Summary

Funded Ratio

The funded ratio of a plan is the percentage of the dollar value of the actuarial accrued liability that is covered by the actuarial value of assets. While funding ratio may be a useful plan measurement, understanding a plan's funding trend may be more important than a particular point in time. Refer to Table 7 to find a history of this information.

	12/31/2018	12/31/2017
Funded Ratio*	63%	61%

* Reflects assets from Surplus divisions, if any.

There has been a change in actuary and actuarial software since the December 31, 2017 valuation. Throughout this report are references to valuation results generated prior to the 2018 valuation date. Results prior to 2018 were received directly from the prior actuary or extracted from the previous valuation system by MERS's technology service provider.

Required Employer Contributions:

Your required employer contributions are shown in the following table. Employee contributions, if any, are in addition to the employer contributions. Changes to the actuarial assumptions and methods based on the 2015 Experience Study are phased-in over a 5-year period. This valuation reflects the fourth year of the phase-in.

Your minimum required contribution is the amount in the “Phase-in” columns. By default, MERS will invoice you the phased-in contribution amount, but strongly encourages you to contribute more than the minimum required contribution. If you requested and have been billed using No Phase-in rates, your 2019 rates will continue to use the No Phase-in method. If you have been billed using the Phased-in rates and wish to change to rates based on No Phase-in, please contact MERS.

	Percentage of Payroll				Monthly \$ Based on Projected Payroll			
	Phase-in	No Phase-in	Phase-in	No Phase-in	Phase-in	No Phase-in	Phase-in	No Phase-in
Valuation Date:	12/31/2018	12/31/2018	12/31/2017	12/31/2017	12/31/2018	12/31/2018	12/31/2017	12/31/2017
Fiscal Year Beginning:	January 1, 2020	January 1, 2020	January 1, 2019	January 1, 2019	January 1, 2020	January 1, 2020	January 1, 2019	January 1, 2019
Division								
01 - DPW	-	-	-	-	\$ 9,878	\$ 10,172	\$ 8,592	\$ 9,180
02 - Police Patrol	24.59%	25.07%	21.60%	22.53%	38,272	39,012	34,452	35,932
05 - Firefighters	-	-	-	-	106,051	107,672	98,556	101,798
10 - Admin Professional	-	-	-	-	8,087	8,416	7,267	7,925
11 - Teamsters	13.97%	14.04%	13.48%	13.62%	1,022	1,027	947	957
12 - Admin Prof on/aft 1/1/17	4.15%	4.15%	5.59%	5.59%	853	853	819	819
13 - DPW on/aft 01/1/17	2.97%	2.97%	2.87%	2.87%	668	668	458	458
20 - Police Command	62.12%	63.21%	58.22%	60.62%	45,809	46,613	39,084	40,692
50 - Fire on/aft 1/1/17	1.63%	1.63%	0.00%	0.00%	216	216	0	0
Municipality Total					\$ 210,856	\$ 214,649	\$ 190,175	\$ 197,761

Employee contribution rates:

Valuation Date:	Employee Contribution Rate	
	12/31/2018	12/31/2017
Division		
01 - DPW	5.00%	5.00%
02 - Police Patrol	8.29%	8.29%
05 - Firefighters	7.76%	7.76%
10 - Admin Professional	5.00%	5.00%
11 - Teamsters	5.00%	5.00%
12 - Admin Prof on/aft 1/1/17	5.00%	5.00%
13 - DPW on/aft 01/1/17	5.00%	5.00%
20 - Police Command	11.24%	11.24%
50 - Fire on/aft 1/1/17	7.76%	7.76%

The employer may contribute more than the minimum required contributions, as these additional contributions will earn investment income and may result in lower future contribution requirements. Employers making contributions in excess of the minimum requirements may elect to apply the excess contribution immediately to a particular division, or segregate the excess into one or more of what MERS calls “Surplus” divisions. An election in the first case would immediately reduce any unfunded accrued liability and lower the amortization payments throughout the remaining amortization period. An election to set up Surplus divisions would not immediately lower future contributions, however the assets from the Surplus division could be transferred to an unfunded division in the future to reduce the unfunded liability in future years, or to be used to pay all or a portion of the minimum required contribution in a future year. For purposes of this report, the assets in any Surplus division have been included in the municipality’s total assets, unfunded accrued liability and funded status, however, these assets are not used in calculating the minimum required contribution.

MERS strongly encourages employers to contribute more than the minimum contribution shown above.

Assuming that experience of the plan meets actuarial assumptions:

- To accelerate to a 100% funding ratio in 10 years, estimated monthly employer contributions for the fiscal year beginning in 2020 for the entire employer would be \$327,993, instead of \$214,649.

How and Why Do These Numbers Change?

In a defined benefit plan contributions vary from one annual actuarial valuation to the next as a result of the following:

- Changes in benefit provisions (see Table 2)
- Changes in actuarial assumptions and methods (see the Appendix)
- Experience of the plan (investment experience and demographic experience); this is the difference between actual experience of the plan and the actuarial assumptions.

Comments on Investment Rate of Return Assumption

A defined benefit plan is funded by employer contributions, participant contributions, and investment earnings. Investment earnings have historically provided **more than half** of the funding. The larger the share of benefits being provided from investment returns, the smaller the required contributions, and vice versa. Determining the contributions required to prefund the promised retirement benefits requires an assumption of what investment earnings are expected to add to the fund over a long period of time. This is called the **Investment Return Assumption**.

The MERS Investment Return Assumption is **7.75%** per year. This, along with all of our other actuarial assumptions, is reviewed at least every five years in an Experience Study that compares the assumptions used against actual experience and recommends adjustments if necessary. If your municipality would like to explore contributions at lower assumed investment return assumptions, please review the “what if” projection scenarios later in this report.

Assumption Change in 2019

At the February 28, 2019 board meeting, the MERS Retirement Board adjusted key economic assumptions. These assumptions, in particular the investment return assumption, have a significant effect on a plan's required contribution and funding level. Historically low interest rates, along with high equity market valuations, have led to reductions in projected returns for most asset classes. This has resulted in a Board adopted reduction in the investment rate of return assumption to 7.35%, effective with the December 31, 2019 valuation first impacting 2021 contributions. The Board also changed the assumed rate of wage inflation from 3.75% to 3.00%, with the same effective date. This report includes a "What If" scenario of 7.35%/3.00% in order to show the potential impact of this assumption change.

Comments on Asset Smoothing

To avoid dramatic spikes and dips in annual contribution requirements due to short term fluctuations in asset markets, MERS applies a technique called **asset smoothing**. This spreads out each year's investment gains or losses over the prior year and the following four years. This smoothing method is used to determine your actuarial value of assets (valuation assets), which is then used to determine both your funded ratio and your required contributions. The (smoothed) **actuarial rate of return for 2018 was 3.80%, while the actual market rate of return was (4.12)%**. To see historical details of the market rate of return, compared to the smoothed actuarial rate of return, refer to this report's Appendix, or view the "[How Smoothing Works](#)" video on the [Defined Benefit resource page](#) of the MERS website.

As of December 31, 2018 the actuarial value of assets is 110% of market value due to asset smoothing. This means that meeting the actuarial assumption in the next few years will require average annual market returns that exceed the 7.75% investment return assumption, or contribution requirements will continue to increase.

If the December 31, 2018 valuation results were based on market value instead of actuarial value:

- The funded percent of your entire municipality would be 57% (instead of 63%); and
- Your total employer contribution requirement for the fiscal year starting January 1, 2020 would be \$2,857,992 (instead of \$2,575,788)

Alternate Scenarios to Estimate the Potential Volatility of Results ("What If Scenarios")

The calculations in this report are based on assumptions about long-term economic and demographic behavior. These assumptions will never materialize in a given year, except by coincidence. Therefore the results will vary from one year to the next. The volatility of the results depends upon the characteristics of the plan. For example:

- Open divisions that have substantial assets compared to their active employee payroll will have more volatile employer contribution rates due to investment return fluctuations.
- Open divisions that have substantial accrued liability compared to their active employee payroll will have more volatile employer contribution rates due to demographic experience fluctuations.
- Small divisions will have more volatile contribution patterns than larger divisions because statistical fluctuations are relatively larger among small populations.
- Shorter amortization periods result in more volatile contribution patterns.

Many assumptions are important in determining the required employer contributions. In the following table, we show the impact of varying the Investment Return assumption and the Wage Inflation assumption. Lower investment returns would result in higher required employer contributions, and vice-versa. Lower wage inflation generally results in lower required employer contributions as a dollar amount in the long run, and vice versa.

The relative impact of each economic scenario below will vary from year to year, as the participant demographics change. The impact of each scenario should be analyzed for a given year, not from year to year. The results in the table are based on the December 31, 2018 valuation, and are for the municipality in total, not by division. These results do not reflect a 5-year phase in of the impact of the new actuarial assumptions.

It is important to note that calculations in this report are mathematical estimates based upon assumptions regarding future events, which may or may not materialize. Actuarial calculations can and do vary from one valuation to the next, sometimes significantly depending on the group's size. Projections are not predictions. Future valuations will be based on actual future experience.

The Retirement Board has adopted a change to the Investment Return Assumption from 7.75% to 7.35%, and the wage inflation from 3.75% to 3.00%. This change will be effective in the December 31, 2019 valuation which will impact the Fiscal Year 2021 contribution. The scenario shown using these assumptions as of December 31, 2018 is illustrative only. The actual impact of this change when reflected in the 2019 valuation will be different.

12/31/2018 Valuation Results	Assumed Future Annual Smoothed Rate of Investment Return		
	Lower Future Annual Returns	Adopted 2019 Assumption	Valuation Assumptions
Investment Return Assumption	5.75%	7.35%	7.75%
Wage Increase Assumption	3.75%	3.00%	3.75%
Accrued Liability	\$ 87,694,266	\$ 71,120,095	\$ 68,549,666
Valuation Assets ¹	\$ 43,010,072	\$ 43,010,072	\$ 43,010,072
Unfunded Accrued Liability	\$ 44,684,194	\$ 28,110,023	\$ 25,539,594
Funded Ratio	49%	60%	63%
Monthly Normal Cost	\$ 107,183	\$ 48,884	\$ 49,188
Monthly Amortization Payment	\$ 240,344	\$ 186,514	\$ 165,461
Total Employer Contribution²	\$ 347,527	\$ 235,398	\$ 214,649

¹ The Valuation Assets include assets from Surplus divisions, if any.

² If assets exceed accrued liabilities for a division, the division may have an overfunding credit to reduce the division's employer contribution requirement. If the overfunding credit is larger than the normal cost, the division's full credit is included in the municipality's amortization payment above but the division's total contribution requirement is zero. This can cause the displayed normal cost and amortization payment to not add up to the displayed total employer contribution.

Projection Scenarios

The next two pages show projections of the plan's funded ratio and computed employer contributions under the actuarial assumptions used in the valuation and alternate economic scenarios. All three projections take into account the past investment losses that will continue to affect the actuarial rate of return in the short term.

The 7.75%/3.75% scenario provides an estimate of computed employer contributions based on current actuarial assumptions, and a projected 7.75% market return. The other two scenarios may be useful if the municipality chooses to budget more conservatively, and make contributions in addition to the minimum requirements. The 7.35%/3.00% and 5.75%/3.75% projections provide an indication of the potential required employer contribution if these assumptions were met over the long-term.

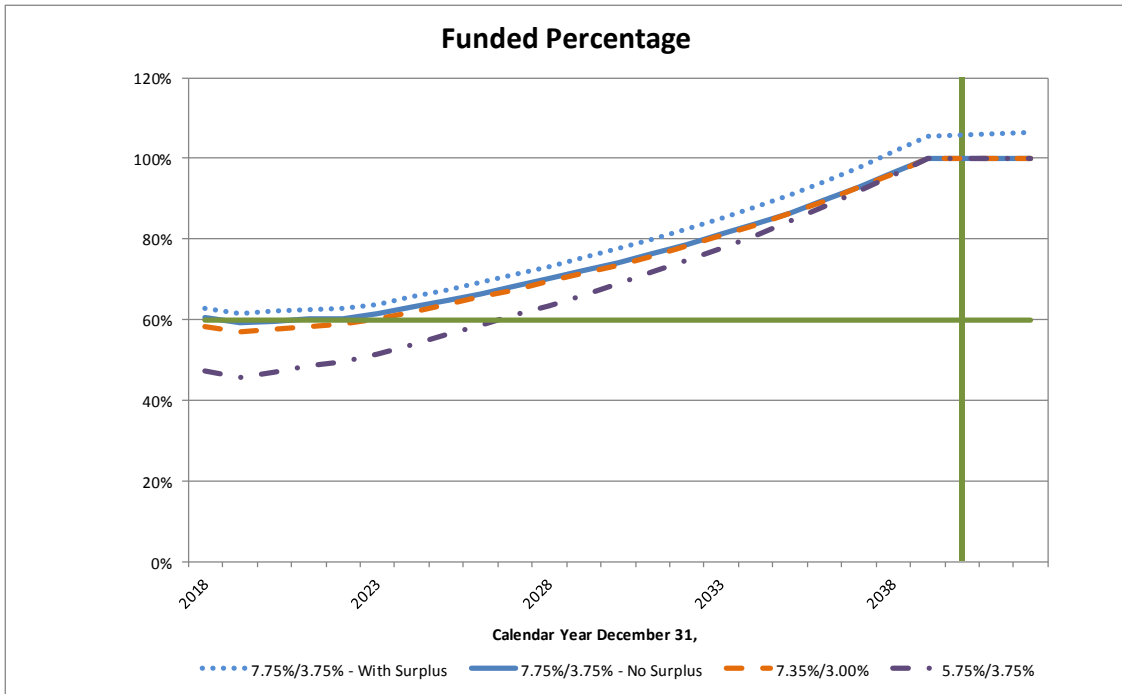
Your municipality includes one or more Surplus divisions. The assets in a Surplus division may be used to reduce future employer contributions or to accelerate the date by which the municipality becomes 100% funded. The timing and use of these Surplus assets is discretionary.

The Funded Percentage graph shows projections of funded status under the 7.75% investment return assumption, both including the Surplus assets (contributed as of the valuation date), and without the Surplus assets. The graph including the Surplus assets assumes these Surplus assets grow with interest and are not used to lower future employer contributions. We modeled the projections including the Surplus assets in this fashion because the use of these assets is discretionary by the employer and we do not know when and how the employer will use them. Once the employer uses these Surplus assets, any future employer contributions are expected to be lower than those shown in the projections.

Valuation Year Ending 12/31	Fiscal Year Beginning 1/1	Actuarial Accrued Liability	Valuation Assets ²	Funded Percentage	Computed Annual Employer Contribution
7.75%¹/3.75%					
NO 5-YEAR PHASE-IN					
2018	2020	\$ 68,549,666	\$ 41,441,352	60%	\$ 2,575,788
2019	2021	\$ 71,300,000	\$ 42,200,000	59%	\$ 2,800,000
2020	2022	\$ 74,000,000	\$ 44,200,000	60%	\$ 2,940,000
2021	2023	\$ 76,800,000	\$ 46,200,000	60%	\$ 3,100,000
2022	2024	\$ 79,600,000	\$ 48,000,000	60%	\$ 3,300,000
2023	2025	\$ 82,400,000	\$ 50,500,000	61%	\$ 3,440,000
7.35%¹/3.00%					
NO 5-YEAR PHASE-IN					
2018	2020	\$ 71,120,095	\$ 41,441,352	58%	\$ 2,824,776
2019	2021	\$ 73,800,000	\$ 42,000,000	57%	\$ 3,040,000
2020	2022	\$ 76,400,000	\$ 44,100,000	58%	\$ 3,170,000
2021	2023	\$ 79,100,000	\$ 46,200,000	58%	\$ 3,310,000
2022	2024	\$ 81,700,000	\$ 48,000,000	59%	\$ 3,500,000
2023	2025	\$ 84,300,000	\$ 50,600,000	60%	\$ 3,610,000
5.75%¹/3.75%					
NO 5-YEAR PHASE-IN					
2018	2020	\$ 87,694,266	\$ 41,441,352	47%	\$ 4,170,324
2019	2021	\$ 90,900,000	\$ 41,400,000	46%	\$ 4,470,000
2020	2022	\$ 94,200,000	\$ 44,300,000	47%	\$ 4,650,000
2021	2023	\$ 97,400,000	\$ 47,200,000	48%	\$ 4,850,000
2022	2024	\$ 100,600,000	\$ 49,700,000	49%	\$ 5,110,000
2023	2025	\$ 103,800,000	\$ 53,500,000	52%	\$ 5,270,000

¹ Represents both the interest rate for discounting liabilities and the future investment return assumption on the Market Value of assets.

² Valuation Assets do not include assets from Surplus divisions, if any.

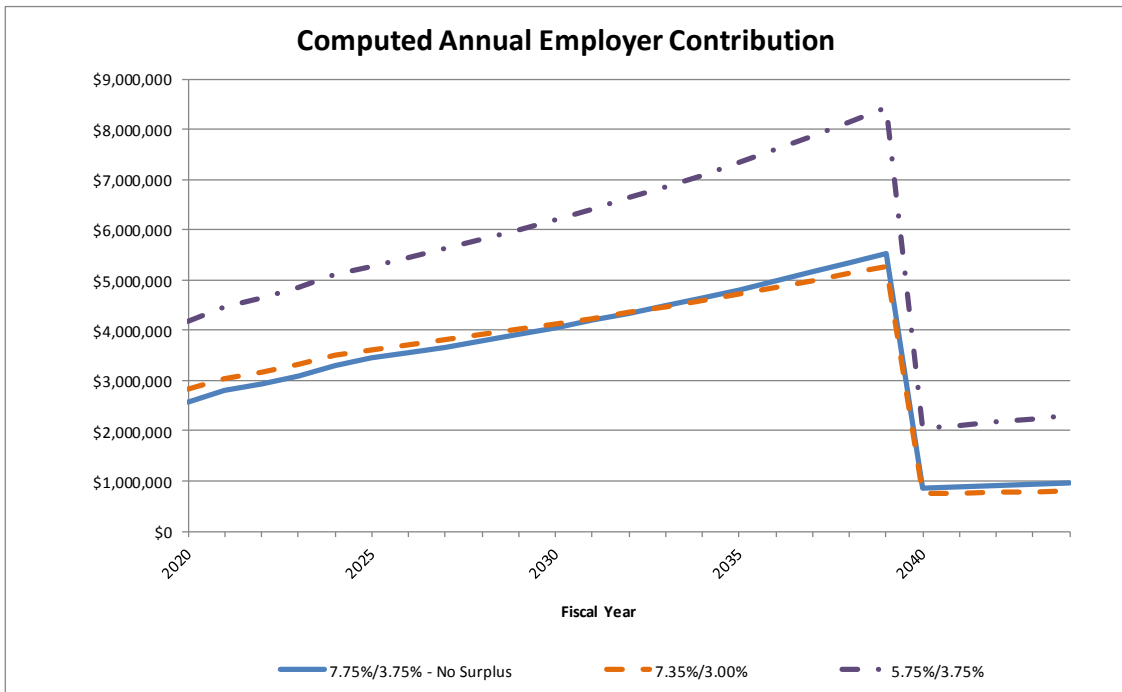


Notes:

All projected funded percentages are shown with no phase-in.

Assumes assets from Surplus divisions will not be used to lower employer contributions during the projection period.

The green indicator lines have been added at 60% funded and 22 years following the valuation date for PA 202 purposes.



Notes:

All projected contributions are shown with no phase-in.

Projected employer contributions do not reflect the use of any assets from the Surplus divisions.

Table 1: Employer Contribution Details For the Fiscal Year Beginning January 1, 2020

Division	Total Normal Cost	Employee Contribut. Rate	Employer Contributions ¹			Computed Employer Contribut. With Phase-In	Blended ER Rate No Phase-In ⁵	Blended ER Rate With Phase-In ⁵	Employee Contribut. Conversion Factor ²
			Employer Normal Cost	Payment of the Unfunded Accrued Liability ⁴	Computed Employer Contribut. No Phase-In				
Percentage of Payroll									
01 - DPW	11.74%	5.00%	-	-	-	-	12.17%	11.84%	
02 - Police Patrol	19.49%	8.29%	11.20%	13.87%	25.07%	24.59%			0.80%
05 - Firefighters	16.84%	7.76%	-	-	-	-	57.90%	57.03%	
10 - Admin Professional	11.26%	5.00%	-	-	-	-	13.50%	13.02%	
11 - Teamsters	11.33%	5.00%	6.33%	7.71%	14.04%	13.97%			0.89%
12 - Admin Prof on/aft 1/1/17	9.37%	5.00%	4.37%	-0.22%	4.15%	4.15%	13.50%	13.02%	0.85%
13 - DPW on/aft 01/1/17	7.87%	5.00%	2.87%	0.10%	2.97%	2.97%	12.17%	11.84%	0.87%
20 - Police Command	19.81%	11.24%	8.57%	54.64%	63.21%	62.12%			0.71%
50 - Fire on/aft 1/1/17	9.39%	7.76%	1.63%	0.00%	1.63%	1.63%	57.90%	57.03%	0.79%
Estimated Monthly Contribution³									
01 - DPW			\$ 4,488	\$ 5,684	\$ 10,172	\$ 9,878			
02 - Police Patrol			17,427	21,585	39,012	38,272			
05 - Firefighters			15,717	91,955	107,672	106,051			
10 - Admin Professional			3,014	5,402	8,416	8,087			
11 - Teamsters			463	564	1,027	1,022			
12 - Admin Prof on/aft 1/1/17			898	(45)	853	853			
13 - DPW on/aft 01/1/17			645	23	668	668			
20 - Police Command			6,320	40,293	46,613	45,809			
50 - Fire on/aft 1/1/17			216	0	216	216			
Total Municipality			\$ 49,188	\$ 165,461	\$ 214,649	\$ 210,856			
Estimated Annual Contribution³			\$ 590,256	\$ 1,985,532	\$ 2,575,788	\$ 2,530,272			

¹ The above employer contribution requirements are in addition to the employee contributions, if any.

² If employee contributions are increased/decreased by 1.00% of pay, the employer contribution requirement will decrease/increase by the Employee Contribution Conversion Factor. The conversion factor is usually under 1%, because employee contributions may be refunded at termination of employment, and not used to fund retirement pensions. Employer contributions will all be used to fund pensions.

³ For divisions that are open to new hires, estimated contributions are based on projected fiscal year payroll. Actual contributions will be based on actual reported monthly pays, and will be different from the above amounts. For divisions that will have no new hires (i.e., closed divisions), invoices will be based on the above dollar

amounts which are based on projected fiscal year payroll. See description of Open Divisions and Closed Divisions in the Appendix.

⁴ Note that if the overfunding credit is larger than the normal cost, the full credit is shown above but the total contribution requirement is zero. This will cause the displayed normal cost and unfunded accrued liability contributions to not add across.

⁵ For linked divisions, the employer will be invoiced the Computed Employer Contribution with Phase-in rate shown above for each linked division (a contribution rate for the open division; a contribution dollar for the closed-but-linked division), unless the employer elects to contribute the Blended Employer Contribution rate shown above, by contacting MERS at 800-767-MERS (6377).

Please see the Comments on Asset Smoothing in the Executive Summary of this report.

Table 2: Benefit Provisions

01 - DPW: Closed to new hires, linked to Division 13

	2018 Valuation	2017 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	2.25% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/20	55/20
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

02 - Police Patrol: Open Division

	2018 Valuation	2017 Valuation
Benefit Multiplier:	2.75% Multiplier (80% max)	2.75% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	55/15	55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	8.29%	8.29%
D-2:	D2 (25%)	D2 (25%)
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

05 - Firefighters: Closed to new hires, linked to Division 50

	2018 Valuation	2017 Valuation
Benefit Multiplier:	Bridged Benefit: 2.75% Multiplier (80% max) Termination FAC; 2.50% Multiplier (80% max)	Bridged Benefit: 2.75% Multiplier (80% max) Termination FAC; to 2.50% Multiplier (80% max)
Bridged Benefit Date:	12/31/2016	12/31/2016
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	55/15	55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	7.76%	7.76%
D-2:	D2 (25%)	D2 (25%)
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

10 - Admin Professional: Closed to new hires, linked to Division 12

	2018 Valuation	2017 Valuation
Benefit Multiplier:	Bridged Benefit:2.50% Multiplier (80% max) Termination FAC;2.25% Multiplier (80% max)	Bridged Benefit: 2.50% Multiplier (80% max) Termination FAC; to 2.25% Multiplier (80% max)
Bridged Benefit Date:	12/31/2016	12/31/2016
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

11 - Teamsters: Open Division

	2018 Valuation	2017 Valuation
Benefit Multiplier:	2.00% Multiplier (no max)	2.00% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/20	55/20
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

12 - Admin Prof on/aft 1/1/17: Open Division, linked to Division 10

	2018 Valuation	2017 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

13 - DPW on/aft 01/1/17: Open Division, linked to Division 01

	2018 Valuation	2017 Valuation
Benefit Multiplier:	1.50% Multiplier (80% max)	1.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/20	55/20
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

20 - Police Command: Open Division

	2018 Valuation	2017 Valuation
Benefit Multiplier:	2.75% Multiplier (80% max)	2.75% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	55/15	55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	11.24%	11.24%
D-2:	D2 (25%)	D2 (25%)
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

50 - Fire on/aft 1/1/17: Open Division, linked to Division 05

	2018 Valuation	2017 Valuation
Benefit Multiplier:	1.75% Multiplier (no max)	1.75% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	7.76%	7.76%
D-2:	D2 (25%)	D2 (25%)
Act 88:	Yes (Adopted 7/10/2001)	Yes (Adopted 7/10/2001)

Table 3: Participant Summary

Division	2018 Valuation		2017 Valuation		2018 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
01 - DPW							
Active Employees	18	\$ 840,383	18	\$ 851,342	45.1	11.8	12.1
Vested Former Employees	4	39,192	5	43,156	49.4	10.9	10.9
Retirees and Beneficiaries	19	313,900	17	310,015	67.5		
02 - Police Patrol							
Active Employees	29	\$ 1,734,688	28	\$ 1,777,631	35.1	8.8	9.6
Vested Former Employees	10	144,600	10	144,600	45.6	8.9	13.9
Retirees and Beneficiaries	14	573,362	12	471,601	58.5		
05 - Firefighters							
Active Employees	31	\$ 2,019,738	32	\$ 2,033,490	42.7	14.4	14.6
Vested Former Employees	3	84,849	3	63,358	51.2	15.4	15.9
Retirees and Beneficiaries	29	1,476,058	29	1,446,955	62.7		
10 - Admin Professional							
Active Employees	15	\$ 617,920	17	\$ 673,625	48.5	12.8	13.3
Vested Former Employees	11	94,287	10	64,680	52.3	9.9	16.8
Retirees and Beneficiaries	12	251,854	11	246,014	70.0		
11 - Teamsters							
Active Employees	1	\$ 81,544	1	\$ 78,313	62.7	16.6	16.6
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	5	137,161	5	137,161	71.2		
12 - Admin Prof on/aft 1/1/17							
Active Employees	4	\$ 147,733	2	\$ 77,819	43.8	0.9	4.8
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
13 - DPW on/aft 01/1/17							
Active Employees	4	\$ 152,299	3	\$ 83,530	38.1	1.4	1.4
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
20 - Police Command							
Active Employees	10	\$ 822,149	9	\$ 748,325	43.5	17.7	17.9
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	14	710,502	12	581,640	59.6		
50 - Fire on/aft 1/1/17							
Active Employees	2	\$ 57,481	0	\$ 0	29.3	0.6	0.6
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
Total Municipality							
Active Employees	114	\$ 6,473,935	110	\$ 6,324,075	41.8	11.5	12.0
Vested Former Employees	28	362,928	28	315,794	49.4	10.3	14.8
Retirees and Beneficiaries	93	3,462,837	86	3,193,386	64.0		
Total Participants	235		224				

¹ Annual payroll for active employees; annual deferred benefits payable for vested former employees; annual benefits being paid for retirees and beneficiaries.

² Descriptions can be found under Miscellaneous and Technical Assumptions in the Appendix.

Table 4: Reported Assets (Market Value)

Division	2018 Valuation		2017 Valuation	
	Employer and Retiree ¹	Employee ²	Employer and Retiree ¹	Employee ²
01 - DPW	\$ 3,812,991	\$ 258,311	\$ 4,201,624	\$ 210,749
02 - Police Patrol	8,130,100	1,585,250	8,870,200	1,778,404
05 - Firefighters	10,437,088	2,229,418	11,340,457	2,024,531
10 - Admin Professional	2,931,342	323,308	3,211,011	283,535
11 - Teamsters	1,249,679	25,209	1,345,901	20,591
12 - Admin Prof on/aft 1/1/17	8,787	8,094	1,949	1,922
13 - DPW on/aft 01/1/17	5,242	10,785	1,794	3,365
20 - Police Command	5,657,012	1,154,302	5,552,763	1,159,275
50 - Fire on/aft 1/1/17	1,061	6,190	0	0
S1 - Surplus Assoc Fire	716,087	0	0	0
S2 - Surplus Assoc Police	716,087	0	0	0
Municipality Total³	\$ 33,665,475	\$ 5,600,867	\$ 34,525,699	\$ 5,482,372
Combined Assets³	\$39,266,342		\$40,008,071	

¹ Reserve for Employer Contributions and Benefit Payments.

² Reserve for Employee Contributions.

³ Totals may not add due to rounding.

The December 31, 2018 valuation assets (actuarial value of assets) are equal to 1.095342 times the reported market value of assets (compared to 1.011321 as of December 31, 2017). Refer to the Appendix for a description of the valuation asset derivation and a detailed calculation of valuation assets.

Assets in the Surplus division(s) are employer assets that have been reserved to be used by the employer at some point in the future to stabilize increases in contributions. These assets are not used in calculating the employer contribution for the fiscal year beginning January 1, 2020.

Table 5: Flow of Valuation Assets

Year Ended 12/31	Employer Contributions		Employee Contributions	Investment Income (Valuation Assets)	Benefit Payments	Employee Contribution Refunds	Net Transfers	Valuation Asset Balance
	Required	Additional						
2008	\$ 1,450,200		\$ 501,174	\$ 1,138,015	\$ (1,206,537)	\$ (16,764)	\$ 17,703	\$ 23,244,719
2009	1,506,924		515,452	1,458,907	(1,394,003)	(1,362)	0	25,330,637
2010	1,587,121		463,721	1,569,522	(1,730,326)	(27,856)	0	27,192,819
2011	1,443,888	\$ 0	447,636	1,497,200	(1,930,596)	(15,477)	0	28,635,470
2012	1,502,982	0	440,059	1,394,558	(2,073,753)	0	0	29,899,316
2013	1,727,389	0	446,814	1,873,685	(2,184,485)	(7,344)	0	31,755,375
2014	1,863,475	0	445,419	1,878,815	(2,457,430)	(3,012)	106,873	33,589,515
2015	2,065,675	0	434,297	1,678,089	(2,837,027)	0	0	34,930,549
2016	1,835,443	999,999	442,227	2,065,803	(3,002,485)	(62,383)	12,712	37,221,865
2017	2,318,478	1,141,890	473,016	2,351,814	(3,092,898)	0	46,837	40,461,002
2018	2,302,708	1,500,041	500,743	1,572,989	(3,319,579)	(7,832)	0	43,010,072

Notes:

Transfers in and out are usually related to the transfer of participants between municipalities, and to employer and employee payments for service credit purchases (if any) that the governing body has approved.

Additional employer contributions, if any, are shown separately starting in 2011. Prior to 2011, additional contributions are combined with the required employer contributions.

The investment income column reflects the recognized investment income based on Valuation Assets. It does not reflect the market value investment return in any given year.

The Valuation Asset balance includes assets from Surplus divisions, if any.

Years where historical information is not available, will be displayed with zero values.

**Table 6: Actuarial Accrued Liabilities and Valuation Assets
as of December 31, 2018**

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
01 - DPW	\$ 1,826,220	\$ 209,918	\$ 3,337,887	\$ 10,762	\$ 5,384,787	\$ 4,459,467	82.8%	\$ 925,320
02 - Police Patrol	5,480,907	637,217	7,993,931	53,122	14,165,177	10,641,630	75.1%	3,523,547
05 - Firefighters	9,315,069	657,631	18,957,075	49,860	28,979,635	13,874,155	47.9%	15,105,480
10 - Admin Professional	1,534,179	646,947	2,258,360	8,071	4,447,557	3,564,955	80.2%	882,602
11 - Teamsters	218,020	0	1,270,730	0	1,488,750	1,396,438	93.8%	92,312
12 - Admin Prof on/aft 1/1/17	11,570	0	0	1,164	12,734	18,490	145.2%	(5,756)
13 - DPW on/aft 01/1/17	19,571	0	0	968	20,539	17,555	85.5%	2,984
20 - Police Command	4,583,661	0	9,459,911	0	14,043,572	7,460,719	53.1%	6,582,853
50 - Fire on/aft 1/1/17	4,050	0	0	2,865	6,915	7,943	114.9%	(1,028)
S1 - Surplus Assoc Fire	0	0	0	0	0	784,360		(784,360)
S2 - Surplus Assoc Police	0	0	0	0	0	784,360		(784,360)
Total	\$ 22,993,247	\$ 2,151,713	\$ 43,277,894	\$ 126,812	\$ 68,549,666	\$ 43,010,072	62.7%	\$ 25,539,594

The following results show the combined accrued liabilities and assets for each set of linked divisions. These results are already shown in the table on the prior page(s).

Table 6 (continued)

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
Linked Divisions 12, 10	\$ 1,545,749	\$ 646,947	\$ 2,258,360	\$ 9,235	\$ 4,460,291	\$ 3,583,445	80.3%	\$ 876,846
Linked Divisions 13, 01	1,845,791	209,918	3,337,887	11,730	5,405,326	4,477,022	82.8%	928,304
Linked Divisions 50, 05	9,319,119	657,631	18,957,075	52,725	28,986,550	13,882,098	47.9%	15,104,452

Please see the Comments on Asset Smoothing in the Executive Summary of this report.

Table 7: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2004	\$ 29,239,691	\$ 15,095,171	52%	\$ 14,144,520
2005	32,944,186	16,753,818	51%	16,190,368
2006	35,846,996	18,966,620	53%	16,880,376
2007	38,924,237	21,360,928	55%	17,563,309
2008	42,180,888	23,244,719	55%	18,936,169
2009	43,641,255	25,330,637	58%	18,310,618
2010	45,576,292	27,192,819	60%	18,383,473
2011	48,645,859	28,635,470	59%	20,010,389
2012	50,274,592	29,899,316	60%	20,375,276
2013	53,345,909	31,755,375	60%	21,590,534
2014	56,783,968	33,589,515	59%	23,194,453
2015	61,743,003	34,930,549	57%	26,812,454
2016	64,160,503	37,221,865	58%	26,938,638
2017	65,850,156	40,461,002	61%	25,389,154
2018	68,549,666	43,010,072	63%	25,539,594

Notes: Actuarial assumptions were revised for the 2004, 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

The Valuation Assets include assets from Surplus divisions, if any.

Years where historical information is not available will be displayed with zero values.

Tables 8 and 9: Division-Based Comparative Schedules

Division 01 - DPW

Table 8-01: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 3,700,981	\$ 3,126,906	84%	\$ 574,075
2009	3,879,049	3,266,522	84%	612,527
2010	4,005,919	3,442,780	86%	563,139
2011	4,234,114	3,605,216	85%	628,898
2012	4,028,810	3,732,886	93%	295,924
2013	4,289,392	3,964,718	92%	324,674
2014	4,594,329	4,144,956	90%	449,373
2015	5,065,997	4,235,234	84%	830,763
2016	5,135,243	4,351,046	85%	784,197
2017	5,244,386	4,462,325	85%	782,061
2018	5,384,787	4,459,467	83%	925,320

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-01: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	22	\$ 946,132	11.80%	2.30%
2009	22	1,007,657	11.82%	2.30%
2010	21	950,103	11.70%	2.30%
2011	19	881,149	12.86%	2.30%
2012	19	856,300	10.97%	2.30%
2013	20	946,020	11.06%	2.30%
2014	20	929,958	12.08%	2.30%
2015	20	901,017	15.07%	2.30%
2016	19	833,791	15.08%	2.30%
2017	18	851,342	\$ 9,180	5.00%
2018	18	840,383	\$ 10,172	5.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 02 - Police Patrol

Table 8-02: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 7,792,075	\$ 5,053,259	65%	\$ 2,738,816
2009	8,015,481	5,848,382	73%	2,167,099
2010	8,103,472	6,513,330	80%	1,590,142
2011	9,045,395	7,155,998	79%	1,889,397
2012	9,936,249	7,733,715	78%	2,202,534
2013	10,905,480	8,360,322	77%	2,545,158
2014	11,449,292	8,871,931	78%	2,577,361
2015	12,319,976	9,279,287	75%	3,040,689
2016	12,838,642	10,013,827	78%	2,824,815
2017	13,859,271	10,769,157	78%	3,090,114
2018	14,165,177	10,641,630	75%	3,523,547

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-02: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	33	\$ 1,960,107	17.20%	8.29%
2009	32	2,054,030	14.82%	8.29%
2010	29	1,806,921	14.01%	8.29%
2011	28	1,754,080	16.25%	8.29%
2012	27	1,723,624	17.93%	8.29%
2013	28	1,773,779	19.10%	8.29%
2014	25	1,587,254	20.72%	8.29%
2015	27	1,649,619	22.66%	8.29%
2016	27	1,699,331	21.59%	8.29%
2017	28	1,777,631	22.53%	8.29%
2018	29	1,734,688	25.07%	8.29%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 05 - Firefighters

Table 8-05: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 18,666,323	\$ 8,365,960	45%	\$ 10,300,363
2009	19,137,933	9,053,047	47%	10,084,886
2010	20,287,429	9,632,575	47%	10,654,854
2011	21,458,833	9,979,003	47%	11,479,830
2012	21,924,381	10,296,036	47%	11,628,345
2013	23,137,298	10,871,647	47%	12,265,651
2014	24,841,557	11,507,153	46%	13,334,404
2015	26,584,583	11,924,919	45%	14,659,664
2016	27,867,803	12,930,519	46%	14,937,284
2017	28,177,223	13,516,293	48%	14,660,930
2018	28,979,635	13,874,155	48%	15,105,480

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-05: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	38	\$ 2,322,212	33.44%	7.76%
2009	38	2,434,749	31.21%	7.76%
2010	33	2,183,250	35.34%	7.76%
2011	32	2,115,390	39.70%	7.76%
2012	32	2,070,575	43.48%	7.76%
2013	32	2,123,299	44.85%	7.76%
2014	32	2,061,494	49.38%	7.76%
2015	32	2,037,634	55.69%	7.76%
2016	32	2,086,805	56.20%	7.76%
2017	32	2,033,490	\$ 101,798	7.76%
2018	31	2,019,738	\$ 107,672	7.76%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 10 - Admin Professional

Table 8-10: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 2,937,447	\$ 2,058,781	70%	\$ 878,666
2009	3,089,490	2,286,939	74%	802,551
2010	3,277,716	2,449,430	75%	828,286
2011	3,520,950	2,556,521	73%	964,429
2012	3,642,837	2,618,706	72%	1,024,131
2013	3,803,228	2,748,191	72%	1,055,037
2014	3,943,903	2,895,820	73%	1,048,083
2015	4,328,690	3,022,706	70%	1,305,984
2016	4,429,119	3,185,399	72%	1,243,720
2017	4,353,843	3,534,108	81%	819,735
2018	4,447,557	3,564,955	80%	882,602

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-10: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	22	\$ 880,757	13.28%	3.90%
2009	22	895,714	12.83%	3.90%
2010	18	723,841	14.20%	3.90%
2011	18	704,419	15.99%	3.90%
2012	18	696,170	17.13%	3.90%
2013	19	770,061	16.56%	3.90%
2014	17	699,196	17.51%	3.90%
2015	19	756,724	19.68%	3.90%
2016	19	783,370	18.67%	3.90%
2017	17	673,625	\$ 7,925	5.00%
2018	15	617,920	\$ 8,416	5.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 11 - Teamsters

Table 8-11: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 1,669,879	\$ 517,738	31%	\$ 1,152,141
2009	1,701,009	488,720	29%	1,212,289
2010	1,597,765	462,443	29%	1,135,322
2011	1,580,710	451,619	29%	1,129,091
2012	1,584,636	439,610	28%	1,145,026
2013	1,593,999	436,926	27%	1,157,073
2014	1,605,233	442,491	28%	1,162,742
2015	1,737,395	355,421	21%	1,381,974
2016	1,724,994	270,628	16%	1,454,366
2017	1,549,888	1,381,962	89%	167,926
2018	1,488,750	1,396,438	94%	92,312

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-11: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	2	\$ 131,960	53.18%	2.00%
2009	2	137,611	53.68%	2.00%
2010	2	129,971	53.28%	2.00%
2011	2	131,835	53.91%	2.00%
2012	2	132,347	58.92%	2.00%
2013	2	135,314	58.76%	2.00%
2014	2	136,484	58.89%	2.00%
2015	1	66,496	352.21%	2.00%
2016	1	74,010	121.95%	2.00%
2017	1	78,313	13.62%	5.00%
2018	1	81,544	14.04%	5.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 12 - Admin Prof on/aft 1/1/17

Table 8-12: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 0	\$ 0	0%	\$ 0
2009	0	0	0%	0
2010	0	0	0%	0
2011	0	0	0%	0
2012	0	0	0%	0
2013	0	0	0%	0
2014	0	0	0%	0
2015	0	0	0%	0
2016	0	0	0%	0
2017	222	3,915	1764%	(3,693)
2018	12,734	18,490	145%	(5,756)

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-12: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	0	\$ 0	\$0.00	0.00%
2009	0	0	\$0.00	0.00%
2010	0	0	\$0.00	0.00%
2011	0	0	\$0.00	0.00%
2012	0	0	\$0.00	0.00%
2013	0	0	\$0.00	0.00%
2014	0	0	\$0.00	0.00%
2015	0	0	\$0.00	0.00%
2016	0	0	\$0.00	0.00%
2017	2	77,819	5.59%	5.00%
2018	4	147,733	4.15%	5.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Table 8-13: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 0	\$ 0	0%	\$ 0
2009	0	0	0%	0
2010	0	0	0%	0
2011	0	0	0%	0
2012	0	0	0%	0
2013	0	0	0%	0
2014	0	0	0%	0
2015	0	0	0%	0
2016	0	0	0%	0
2017	5,967	5,217	87%	750
2018	20,539	17,555	85%	2,984

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-13: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	0	\$ 0	\$0.00	0.00%
2009	0	0	\$0.00	0.00%
2010	0	0	\$0.00	0.00%
2011	0	0	\$0.00	0.00%
2012	0	0	\$0.00	0.00%
2013	0	0	\$0.00	0.00%
2014	0	0	\$0.00	0.00%
2015	0	0	\$0.00	0.00%
2016	0	0	\$0.00	0.00%
2017	3	83,530	2.87%	5.00%
2018	4	152,299	2.97%	5.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 20 - Police Command

Table 8-20: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 7,414,183	\$ 4,122,075	56%	\$ 3,292,108
2009	7,818,293	4,387,027	56%	3,431,266
2010	8,303,991	4,692,261	57%	3,611,730
2011	8,805,857	4,887,113	56%	3,918,744
2012	9,157,679	5,078,363	56%	4,079,316
2013	9,616,512	5,373,571	56%	4,242,941
2014	10,349,654	5,727,164	55%	4,622,490
2015	11,706,362	6,112,982	52%	5,593,380
2016	12,164,702	6,470,446	53%	5,694,256
2017	12,659,356	6,788,025	54%	5,871,331
2018	14,043,572	7,460,719	53%	6,582,853

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-20: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	10	\$ 742,790	31.55%	11.24%
2009	9	705,851	33.42%	11.24%
2010	9	675,028	35.90%	11.24%
2011	9	681,394	39.51%	11.24%
2012	9	687,414	43.46%	11.24%
2013	9	695,724	45.30%	11.24%
2014	9	685,804	49.49%	11.24%
2015	9	710,674	58.51%	11.24%
2016	9	720,662	59.49%	11.24%
2017	9	748,325	60.62%	11.24%
2018	10	822,149	63.21%	11.24%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 50 - Fire on/aft 1/1/17

Table 8-50: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 0	\$ 0	0%	\$ 0
2009	0	0	0%	0
2010	0	0	0%	0
2011	0	0	0%	0
2012	0	0	0%	0
2013	0	0	0%	0
2014	0	0	0%	0
2015	0	0	0%	0
2016	0	0	0%	0
2017	0	0	0%	0
2018	6,915	7,943	115%	(1,028)

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-50: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	0	\$ 0	\$0.00	0.00%
2009	0	0	\$0.00	0.00%
2010	0	0	\$0.00	0.00%
2011	0	0	\$0.00	0.00%
2012	0	0	\$0.00	0.00%
2013	0	0	\$0.00	0.00%
2014	0	0	\$0.00	0.00%
2015	0	0	\$0.00	0.00%
2016	0	0	\$0.00	0.00%
2017	0	0	\$0.00	0.00%
2018	2	57,481	1.63%	7.76%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division S1 - Surplus Assoc Fire

Table 8-S1: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 0	\$ 0		\$ 0
2009	0	0		0
2010	0	0		0
2011	0	0		0
2012	0	0		0
2013	0	0		0
2014	0	0		0
2015	0	0		0
2016	0	0		0
2017	0	0		0
2018	0	784,360		(784,360)

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Years where historical information is not available, will be displayed with zero values.

Division S2 - Surplus Assoc Police

Table 8-S2: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 0	\$ 0		\$ 0
2009	0	0		0
2010	0	0		0
2011	0	0		0
2012	0	0		0
2013	0	0		0
2014	0	0		0
2015	0	0		0
2016	0	0		0
2017	0	0		0
2018	0	784,360		(784,360)

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Years where historical information is not available, will be displayed with zero values.

Table 10: Division-Based Layered Amortization Schedule

Division 01 - DPW

Table 10-01: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 830,763	23	\$ 884,087	20	\$ 64,176
(Gain)/Loss	12/31/2016	(82,526)	22	(89,931)	20	(6,528)
(Gain)/Loss	12/31/2017	5,781	21	6,251	20	456
Amendment	12/31/2017	(9,047)	21	(9,793)	20	(708)
(Gain)/Loss	12/31/2018	138,266	20	148,982	20	10,812
Total				\$ 939,596		\$ 68,208

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 02 - Police Patrol

Table 10-02: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 3,040,689	23	\$ 3,166,964	20	\$ 229,884
(Gain)/Loss	12/31/2016	(280,062)	22	(305,164)	20	(22,152)
(Gain)/Loss	12/31/2017	260,150	21	281,578	20	20,436
(Gain)/Loss	12/31/2018	394,380	20	424,944	20	30,852
Total				\$ 3,568,322		\$ 259,020

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 05 - Firefighters

Table 10-05: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 14,659,664	23	\$ 15,241,441	20	\$ 1,106,364
(Gain)/Loss	12/31/2016	(5,596)	22	(6,096)	20	(444)
(Gain)/Loss	12/31/2017	(236,519)	21	(255,998)	20	(18,588)
Amendment	12/31/2017	(168,365)	21	(182,228)	20	(13,224)
(Gain)/Loss	12/31/2018	375,305	20	404,391	20	29,352
Total				\$ 15,201,510		\$ 1,103,460

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 10 - Admin Professional

Table 10-10: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 1,305,984	23	\$ 1,362,876	20	\$ 98,928
(Gain)/Loss	12/31/2016	(92,486)	22	(100,774)	20	(7,320)
(Gain)/Loss	12/31/2017	(403,688)	21	(436,938)	20	(31,716)
Amendment	12/31/2017	(24,631)	21	(26,666)	20	(1,932)
(Gain)/Loss	12/31/2018	87,723	20	94,521	20	6,864
Total				\$ 893,019		\$ 64,824

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 11 - Teamsters

Table 10-11: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 1,381,974	23	\$ 1,324,940	20	\$ 96,180
(Gain)/Loss	12/31/2016	982	22	1,073	20	84
(Gain)/Loss	12/31/2017	(1,143,013)	21	(1,237,177)	20	(89,808)
Amendment	12/31/2017	(907)	21	(978)	20	(72)
(Gain)/Loss	12/31/2018	4,855	20	5,231	20	384
Total				\$ 93,089		\$ 6,768

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 12 - Admin Prof on/aft 1/1/17

Table 10-12: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2017	\$ (3,693)	15	\$ (3,914)	14	\$ (372)
(Gain)/Loss	12/31/2018	(1,776)	15	(1,914)	15	(168)
Total				\$ (5,828)		\$ (540)

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 13 - DPW on/aft 01/1/17

Table 10-13: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2017	\$ 750	15	\$ 796	14	\$ 72
(Gain)/Loss	12/31/2018	2,176	15	2,345	15	204
Total				\$ 3,141		\$ 276

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 20 - Police Command

Table 10-20: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 5,593,380	23	\$ 5,830,978	20	\$ 423,264
(Gain)/Loss	12/31/2016	(22,439)	22	(24,450)	20	(1,776)
(Gain)/Loss	12/31/2017	129,426	21	140,086	20	10,164
(Gain)/Loss	12/31/2018	663,143	20	714,537	20	51,864
Total				\$ 6,661,151		\$ 483,516

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 50 - Fire on/aft 1/1/17

Table 10-50: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2018	\$ (1,028)	15	\$ (1,108)	15	\$ (96)
Total				\$ (1,108)		\$ (96)

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

GASB 68 Information

The following information has been prepared to provide some of the information necessary to complete GASB Statement No. 68 disclosures. Statement 68 is effective for fiscal years beginning after June 15, 2014. Additional resources, including an Implementation Guide, are available at <http://www.mersofmich.com/>.

Actuarial Valuation Date:	12/31/2018
Measurement Date of the Total Pension Liability (TPL):	12/31/2018
At 12/31/2018, the following employees were covered by the benefit terms:	
Inactive employees or beneficiaries currently receiving benefits:	93
Inactive employees entitled to but not yet receiving benefits (including refunds):	66
Active employees:	<u>114</u>
	273
Total Pension Liability as of 12/31/2017 measurement date:	\$ 63,964,145
Total Pension Liability as of 12/31/2018 measurement date:	\$ 66,626,952
Service Cost for the year ending on the 12/31/2018 measurement date:	\$ 984,557
Change in the Total Pension Liability due to:	
- Benefit changes ¹ :	\$ 0
- Differences between expected and actual experience ² :	\$ (17,758)
- Changes in assumptions ² :	\$ 0

¹A change in liability due to benefit changes is immediately recognized when calculating pension expense for the year.

²Changes in liability due to differences between actual and expected experience, and changes in assumptions, are recognized in pension expense over the average remaining service lives of all employees.

Average expected remaining service lives of all employees (active and inactive):	4
Covered employee payroll: (Needed for Required Supplementary Information)	\$ 6,473,935

Sensitivity of the Net Pension Liability to changes in the discount rate:

	1% Decrease (7.00%)	Current Discount Rate (8.00%)	1% Increase (9.00%)
Change in Net Pension Liability as of 12/31/2018:	\$ 8,261,831	\$ -	\$ (6,893,397)

Note: The current discount rate shown for GASB 68 purposes is higher than the MERS assumed rate of return. This is because for GASB 68 purposes, the discount rate must be gross of administrative expenses, whereas for funding purposes it is net of administrative expenses.

GASB 68 Information

This page is for those municipalities who need to “roll-forward” their total pension liability due to the timing of completion of the actuarial valuation in relation to their fiscal year-end.

The following information has been prepared to provide some of the information necessary to complete GASB Statement No. 68 disclosures. Statement 68 is effective for fiscal years beginning after June 15, 2014. Additional resources, including an Implementation Guide, are available at www.mersofmich.com.

Actuarial Valuation Date:		12/31/2018	
Measurement Date of the Total Pension Liability (TPL):		12/31/2019	
At 12/31/2018, the following employees were covered by the benefit terms:			
Inactive employees or beneficiaries currently receiving benefits:		93	
Inactive employees entitled to but not yet receiving benefits (including refunds):		66	
Active employees:		<u>114</u>	
		273	
Total Pension Liability as of 12/31/2018 measurement date:	\$	66,685,618	
Total Pension Liability as of 12/31/2019 measurement date:	\$	69,301,252	
Service Cost for the year ending on the 12/31/2019 measurement date:	\$	1,025,997	
Change in the Total Pension Liability due to:			
- Benefit changes ¹ :	\$	0	
- Differences between expected and actual experience ² :	\$	(63,360)	
- Changes in assumptions ² :	\$	0	
¹ A change in liability due to benefit changes is immediately recognized when calculating pension expense for the year. ² Changes in liability due to differences between actual and expected experience, and changes in assumptions, are recognized in pension expense over the average remaining service lives of all employees.			
Average expected remaining service lives of all employees (active and inactive):		4	
Covered employee payroll: (Needed for Required Supplementary Information)	\$	6,473,935	
Sensitivity of the Net Pension Liability to changes in the discount rate:			
	1% Decrease	Current Discount	1% Increase
	<u>(7.00%)</u>	<u>Rate (8.00%)</u>	<u>(9.00%)</u>
Change in Net Pension Liability as of 12/31/2019:	\$ 8,464,738	\$ -	\$ (7,070,139)

Note: The current discount rate shown for GASB 68 purposes is higher than the MERS assumed rate of return. This is because for GASB 68 purposes, the discount rate must be gross of administrative expenses, whereas for funding purposes it is net of administrative expenses.

Benefit Provision History

The following benefit provision history is provided by MERS. Any corrections to this history or discrepancies between this information and information displayed elsewhere in the valuation report should be reported to MERS. All provisions are listed by date of adoption.

01 - DPW

1/1/2017	Non Standard Compensation Definition
1/1/2017	Day of Work defined as 10 8 hour days
1/1/2017	Participant Contribution Rate 5%
12/1/2016	Service Credit Purchase Estimates - Yes
7/1/2005	Benefit B-3 (80% max)
7/1/2005	Member Contribution Rate 2.30%
7/10/2001	Covered by Act 88
7/1/1997	Benefit B-2
7/1/1997	Benefit F55 (With 20 Years of Service)
7/1/1995	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/1995	6 Year Vesting
7/1/1995	Benefit C-1 (New)
7/1/1995	Member Contribution Rate 0.00%
7/1/1995	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

02 - Police Patrol

12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2007	Member Contribution Rate 8.29%
12/1/2005	Benefit D2 Plan
12/1/2005	Benefit FAC-3 (3 Year Final Average Compensation)
12/1/2005	2.75% Multiplier (80% max)
12/1/2005	Member Contribution Rate 8.79%
1/1/2002	Member Contribution Rate 4.50%
7/10/2001	Covered by Act 88
1/1/2000	Benefit B-4 (80% max)
1/1/2000	Member Contribution Rate 6.50%
1/1/2000	E2 2.5% COLA for future retirees (01/01/2000)
1/1/1999	Member Contribution Rate 2.50%
7/1/1996	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/1996	10 Year Vesting
7/1/1996	Benefit B-3 (80% max)
7/1/1996	Benefit F50 (With 25 Years of Service)
7/1/1996	Member Contribution Rate 3.50%
7/1/1995	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

05 - Firefighters

1/1/2017	Non Standard Compensation Definition
1/1/2017	Day of work defined as 100.8 hours in a month

05 - Firefighters

1/1/2017	Benefit B-4 (80% max)
12/31/2016	Current FAC
12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2005	Member Contribution Rate 7.76%
1/1/2004	2.75% Multiplier (80% max)
1/1/2004	Member Contribution Rate 8.07%
7/10/2001	Covered by Act 88
7/1/1999	Benefit D2 Plan
7/1/1999	Benefit FAC-3 (3 Year Final Average Compensation)
7/1/1999	10 Year Vesting
7/1/1999	Benefit B-4 (80% max)
7/1/1999	Benefit F50 (With 25 Years of Service)
7/1/1999	Member Contribution Rate 4.19%
7/1/1999	E2 2.5% COLA for future retirees (07/01/1999)
7/1/1995	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

10 - Admin Professional

4/1/2017	Participant Contribution Rate 5%
1/1/2017	Non Standard Compensation Definition
1/1/2017	Day of Work defined as 10 8 hour days
1/1/2017	Benefit B-3 (80% max)
12/31/2016	Current FAC
12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2007	Benefit B-4 (80% max)
1/1/2007	Member Contribution Rate 3.90%
1/1/2004	Benefit B-3 (80% max)
1/1/2004	Member Contribution Rate 1.50%
7/10/2001	Covered by Act 88
7/1/2000	Benefit B-2
7/1/2000	Member Contribution Rate 0.60%
1/1/1998	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1998	10 Year Vesting
1/1/1998	Benefit C-1 (New)
1/1/1998	Benefit F55 (With 25 Years of Service)
1/1/1998	Member Contribution Rate 0.00%
7/1/1995	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

11 - Teamsters

1/1/2018	Participant Contribution Rate 5%
12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2004	6 Year Vesting
1/1/2002	Member Contribution Rate 2.00%
7/10/2001	Covered by Act 88
7/1/2000	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2000	10 Year Vesting

11 - Teamsters

7/1/2000	Benefit B-2
7/1/2000	Benefit F55 (With 20 Years of Service)
7/1/2000	Member Contribution Rate 0.00%
7/1/1995	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

12 - Admin Prof on/aft 1/1/17

1/1/2017	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/2017	10 Year Vesting
1/1/2017	Non Standard Compensation Definition
1/1/2017	Day of Work defined as 10 8 hour days
1/1/2017	Service Credit Purchase Estimates - Yes
1/1/2017	Defined Benefit Normal Retirement Age - 60
1/1/2017	Benefit C-1 (New)
1/1/2017	Benefit F55 (With 25 Years of Service)
1/1/2017	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years
1/1/2017	Participant Contribution Rate 5%
7/10/2001	Covered by Act 88
7/1/1995	Fiscal Month - January

13 - DPW on/aft 01/1/17

1/1/2017	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/2017	6 Year Vesting
1/1/2017	Non Standard Compensation Definition
1/1/2017	Day of Work defined as 10 8 hour days
1/1/2017	Service Credit Purchase Estimates - Yes
1/1/2017	Defined Benefit Normal Retirement Age - 60
1/1/2017	1.5% multiplier (80% max)
1/1/2017	Benefit F55 (With 20 Years of Service)
1/1/2017	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years
1/1/2017	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years
1/1/2017	Participant Contribution Rate 5%
7/10/2001	Covered by Act 88
7/1/1995	Fiscal Month - January

20 - Police Command

7/1/2018	Non Standard Compensation Definition
12/1/2016	Service Credit Purchase Estimates - Yes
8/1/2005	2.75% Multiplier (80% max)
8/1/2005	Member Contribution Rate 11.24%
1/1/2005	Member Contribution Rate 5.50%
1/1/2003	Member Contribution Rate 8.00%
1/1/2002	Member Contribution Rate 7.00%
1/1/2002	E2 2.5% COLA for future retirees (07/01/2001)
7/10/2001	Covered by Act 88
7/1/2001	Benefit D2 Plan
7/1/2001	Benefit B-4 (80% max)
7/1/2001	Benefit F50 (With 25 Years of Service)

20 - Police Command

7/1/2001	Member Contribution Rate 6.00%
1/1/2001	Member Contribution Rate 4.50%
1/1/1998	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/1998	10 Year Vesting
1/1/1998	Benefit B-3 (80% max)
1/1/1998	Benefit F55 (With 15 Years of Service)
1/1/1998	Eligible at Age 52 (With 25 Years of Service)
1/1/1998	Member Contribution Rate 5.50%
7/1/1995	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

50 - Fire on/aft 1/1/17

1/1/2017	Benefit D2 Plan
1/1/2017	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2017	10 Year Vesting
1/1/2017	Non Standard Compensation Definition
1/1/2017	Service Credit Purchase Estimates - Yes
1/1/2017	Defined Benefit Normal Retirement Age - 60
1/1/2017	Day of work defined as 100.8 hours in a month
1/1/2017	1.75% multiplier
1/1/2017	Benefit F55 (With 25 Years of Service)
1/1/2017	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years
1/1/2017	Participant Contribution Rate 7.76%
7/10/2001	Covered by Act 88
7/1/1995	Fiscal Month - January

S1 - Surplus Assoc Fire

7/1/1995	Fiscal Month - January
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S2 - Surplus Assoc Police

7/1/1995	Fiscal Month - January
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Plan Provisions, Actuarial Assumptions, and Actuarial Funding Method

Details on MERS plan provisions, actuarial assumptions, and actuarial methodology can be found in the Appendix. Some actuarial assumptions are specific to this municipality and its divisions. These are listed below.

Increase in Final Average Compensation

Division	FAC Increase Assumption
All Divisions	1.00%

Withdrawal Rate Scaling Factor

Division	Withdrawal Rate Scaling Factor
All Divisions	80%

Miscellaneous and Technical Assumptions

Loads – None.

Risk Commentary

Determination of the accrued liability, the employer contribution, and the funded ratio requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability, the actuarially determined contribution and the funded ratio that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

- **Investment Risk** – actual investment returns may differ from the expected returns;
- **Asset/Liability Mismatch** – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
- **Salary and Payroll Risk** – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
- **Longevity Risk** – members may live longer or shorter than expected and receive pensions for a period of time other than assumed; and
- **Other Demographic Risks** – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

1. Ratio of the market value of assets to total payroll	6.1
2. Ratio of actuarial accrued liability to payroll	10.6
3. Ratio of actives to retirees and beneficiaries	1.2
4. Ratio of market value of assets to benefit payments	11.8
5. Ratio of net cash flow to market value of assets (boy)	2.4%

RATIO OF MARKET VALUE OF ASSETS TO TOTAL PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

RATIO OF MARKET VALUE OF ASSETS TO BENEFIT PAYMENTS

The MERS' Actuarial Policy requires a total minimum contribution equal to the excess (if any) of three times the expected annual benefit payments over the projected market value of assets as of the participating municipality or court's Fiscal Year for which the contribution applies. The ratio of market value of assets to benefit payments as of the valuation date provides an indication of whether the division is at risk for triggering the minimum contribution rule in the near term. If the division triggers this minimum contribution rule, the required employer contributions could increase dramatically relative to previous valuations.

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

State Reporting

The following information has been prepared to provide some of the information necessary to complete the pension reporting requirements for the State of Michigan’s Local Government Retirement System Annual Report (Form No. 5572). Additional resources are available at www.mersofmich.com and on the State [website](#).

Form 5572		
Line Reference	Description	Result
10 Membership as of December 31, 2018		
11	Indicate number of active members	114
12	Indicate number of inactive members	28
13	Indicate number of retirees and beneficiaries	93
14 Investment Performance for Calendar Year Ending December 31, 2018¹		
15	Enter actual rate of return - prior 1-year period	-3.64%
16	Enter actual rate of return - prior 5-year period	4.94%
17	Enter actual rate of return - prior 10-year period	8.25%
18 Actuarial Assumptions		
19	Actuarial assumed rate of investment return ²	7.75%
20	Amortization method utilized for funding the system's unfunded actuarial accrued liability, if any	Level Percent
21	Amortization period utilized for funding the system's unfunded actuarial accrued liability, if any ³	20
22	Is each division within the system closed to new employees? ⁴	No
23 Uniform Assumptions		
24	Enter retirement pension system's actuarial value of assets using uniform assumptions	\$43,010,072
25	Enter retirement pension system's actuarial accrued liabilities using uniform assumptions	\$74,888,783
27	Actuarially Determined Contribution (ADC) using uniform assumptions, Fiscal Year Ending December 31,2019	\$3,069,120

1. The Municipal Employees’ Retirement System’s investment performance has been provided to GRS from MERS Investment Staff and included here for reporting purposes. This investment performance figures reported are net of fees on a rolling calendar-year basis for the previous 1-, 5-, and 10-year periods as required under PA 530.
2. Net of administrative and investment expenses.
3. Populated with the longest amortization period remaining in the amortization schedule, across all divisions in the plan. This is when each division and the plan in total is expected to reach 100% funded if all assumptions are met.
4. If all divisions within the employer are closed, “yes.” If at least one division is open (including shadow divisions) indicate “no.”